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AGREEMENT BETWEEN
THE BOARD OF TRUSTEES
OF
GLOUCESTER COUNTY COLLEGE

7-1-72
6-30-74

AND
THE GLOUCESTER COUNTY COLLEGE
FEDERATION OF TEACHERS
WHICH IS AFFILIATED WITH
AFT, AFL-CIO

THIS DOES NOT
CIRC

1972-1973 1973-1974

AGREEMENT

Between the Board of Trustees of Gloucester County College, operating under
the provision of Public Laws of 1968, Chapter 303, of the State of New Jersey
and

The Gloucester County College Federation of Teachers
which is affiliated with AFT, AFL-CIO

This Agreement entered into this twenty-fifth day of September, 1972
by and between the Board of Trustees of Gloucester County College, hereinafter
called the Board, and the Gloucester County College Federation of Teachers, which
is affiliated with AFT, AFL-CIO, hereinafter called the Federation, represents a
complete agreement between the parties, and provides that:

1.1 Board Recognition

The Board hereby recognizes the Federation as the sole and exclusive
negotiating representative for all Gloucester County College faculty members,
including full-time teaching staff, Student Services Staff, and Librarians, but
excluding the President, Deans, Assistant Deans, Directors, Division Chairmen,
Assistant Division Chairmen, the Registrar and any faculty member while engaged
in service specifically applicable to the Office of Community Services (but in
full recognition of the fact that the balance of that faculty member's assignment
falls under the purview of this contract) and such professional personnel who are
or become responsible for supervisory or evaluative duties with respect to other
professional personnel. The term "faculty", when used hereinafter in this agree-
ment, shall refer to all members of the designated bargaining unit and reference
shall include both male and female faculty members.

1.2 Contrary to Law

If any provision of this agreement or any application of the agreement to

any employee or group of employees shall be found contrary to law, then such provision or application shall be void, but all other provisions or applications of this agreement shall continue in full force and effect.

1.3 Effect by Passage of Law

Any provision of this contract which is contrary to law, but becomes lawful during the life of this contract, shall take immediate effect upon the enactment of such legislation.

1.4 Amendment

Should the parties agree to an amendment of this agreement, such amendment shall be reduced to writing, submitted to ratification procedures of the Board and the Federation, and if ratified, become part of the agreement.

1.5 Released Time for Negotiations

When mutually determined negotiating meetings are planned during instructional hours, not more than four members of the Federation Negotiations Team may be granted released time.

1.6 Budget Information

When a tentative annual operating college budget has been approved by the Board, the Board shall provide the Federation with a copy upon request.

1.7 Selection of Negotiators

Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party. Negotiating teams are not to exceed four members. The parties mutually pledge that their representatives shall be clothed with all necessary power and authority to make and consider proposals and make counter proposals. Either party may bring in not more than

two consultants for a particular item of discussion.

1.8 Copies of Agreement

Copies of this agreement shall be reproduced by the Board and distributed to all members of the faculty now employed or hereafter employed by the Board for the duration of this agreement. The Board will supply ten copies to the Federation.

ARTICLE II

Rights of Parties

2.1 Right to Organize

Nothing contained herein shall be construed to deny or restrict the rights of members of the teaching staff under the New Jersey Statutes Annotated, Title 18A or other applicable laws and regulations. The rights granted and duties inferred herein shall be deemed to be in addition to those provided elsewhere. However, the Board retains all rights not specifically conferred upon the Federation.

2.2

Federation members as described in Article I have the right freely to organize, join and support the Federation for the purpose of engaging in collective negotiation and other concerted activities for mutual aid and protection.

2.3 Federation Business

Duly authorized representatives of the Federation shall be permitted to transact official Federation business and conduct meetings on college property at reasonable times. "Reasonable time" shall be defined as such time which, as determined by the President or his designee, does not interfere with the operation of the College or with the performance of the faculty members' duties. No charge

shall be made for the Federation's use of College facilities.

2.4 Use of Facilities and Equipment

The Federation may use College facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines and AV equipment, at the convenience of the President or his designees. No equipment shall be removed from the premises. Payment shall be made for any expendable supplies used for Federation purposes, and the Federation shall be liable for damage to any equipment used for said purposes.

2.5 Posting of Federation Notices

The Federation shall be assigned a bulletin board for its sole use. The Federation shall be permitted to use College mail facilities for the distribution of communications within the College.

ARTICLE III

Faculty Assignments and Responsibilities

3.1 Academic Calendar

The President shall prepare a tentative academic calendar and submit a copy thereof to the Federation of Teachers at least four weeks prior to submission to the Board. Within two weeks, the Federation of Teachers shall submit in writing its comments and recommendations to the President. The President and the Board shall consider such comments and recommendations before the Board adopts the calendar. No major calendar change from the existing two semester system shall be made during the term of this agreement.

3.2 Working Hours

The basic load assignment of any instructor shall span no more than eight

hours from the beginning of the first class to the end of the last class in the same day, and no more than five consecutive days per week. Any extension of this time limit will be by mutual agreement of the faculty member concerned and the college administration. An overload is not a part of the basic load.

3.3 Faculty Teaching Assignments

- (a) With the exception of the Nursing curriculum, 15 contact hours will constitute a full load. Within the Nursing program, the work load shall be mutually determined between the nursing faculty members and the appropriate college administrative personnel.
- (b) A three-contact hour "standard overload" shall constitute the general limit per faculty member per semester, with a "standard overload" considered to be three contact hours in course work generally related to the regular curricular offerings. Exceptions are found in unusual cases of single courses carrying more than three contact hours per given amount of credit hours (e.g., Math 108, Introductory Calculus, with four contact hours for four credits).

For instruction in such subjects as Science, which usually require ~~six contact hours per course~~, three courses per instructor (18 contact hours) shall be the maximum per semester, thus providing a three-contact hour overload. Full-time teaching faculty members shall be given first consideration to all "standard overloads".

- (c) In recognition of the fact that Gloucester County College is a young and developing institution, and acknowledging that sound progress and continued growth necessitate making prudent changes from time to time,

contractual provisions are required to allow for such developments. 1
Therefore, to permit the latitude necessary for studying, developing, 2
and, ultimately, implementing desirable modifications, an expression 3
of mutual good faith and intent between the Federation and the Board 4
is required as new and, hopefully, better ways of serving students are 5
explored together by faculty, administration and the Board. 6

Among, but not necessarily limited to, the possible modifications that 7
may be considered during the growth of the college, are considerations 8
of different methods of scheduling, experiments in different curriculum 9
structures, different methods of instruction (such as independent study 10
or team teaching), variations from standard semester operations, modified 11
ways of faculty deployment, extension of college offerings beyond the 12
basic working hours (such as the current Saturday Scholar program and 13
Community Service projects), and different approaches to the college 14
calendar. 15

When such innovations or changes as described in the preceding 16
paragraph are being considered, explored, developed, or tested in pilot 17
fashion, there may well arise the necessity of utilizing the services of 18
individuals or groups of faculty/staff personnel toward the attainment 19
of the desirable objective. It is entirely possible, even probable, that 20
at times, therefore, the services of such persons will transcend the 21
regular base load, regular working hour limits, and/or the "standard 22
overload" provisions. Under these conditions, and with no intent by the 23
Board to make substantive, wholesale changes in the components of the 24

college operation (such as the academic calendar) during the life of
a ratified contract, mutually satisfactory terms of reimbursement will be
established between the administration and the Federation prior to the
assignment of the faculty member.

3.4 Class Size

It is the policy to limit pupil load per faculty member to a reasonable size,
while at the same time encouraging flexibility in scheduling structure to provide
for educationally sound innovation.

3.5 Librarians, Audio-Visual Personnel and Counselors Working Hours

The usual work week for librarians, audio-visual personnel and counselors
shall be forty hours over a five consecutive day period, including a one hour
lunch period daily.

3.6 Office Hours

(a) Each member of the teaching staff shall maintain at least five hours per
week for consultation with students. Such hours shall be in addition to
his scheduled classes.

(b) Students may make consultation appointments with the faculty member
or his secretary.

(c) All office schedules for faculty members for consultation shall be
subject to the approval of the Dean of the College.

3.7 Field Trips

A field trip shall be defined as any educational activity, approved by the
President or his designee which requires students and faculty members to leave
campus. The institution shall make every effort to supply transportation for all

such field trips. If the institution requests that the faculty member use his own transportation and the faculty member agrees, he shall be reimbursed at the rate of ten cents per mile. The institution shall provide liability insurance of at least \$300,000 whenever the faculty member is required to drive on such institution business.

3.8 Attendance at Institution Functions

Attendance by faculty members at commencement and orientation is mandatory, and attendance at a reasonable number of other college functions is expected. The college will furnish academic attire when needed, at no cost to the faculty member.

3.9 Textbooks and Other Teaching Materials

Each Division Chairman shall secure requests for textbooks and teaching materials from members of his division and collectively reach a decision, and forward the recommendations to the President or his designated representative.

3.10 Faculty Schedules

The master schedule and individual assignments shall be the responsibility of the Dean of the College, cooperating with Division Chairmen.

3.11 Faculty Handbook

The Federation of Teachers may assist the administration in developing the Faculty Handbook and may recommend any changes therein.

3.12 Instructor Rights

As a teacher in his classroom, the faculty member shall have the unrestricted right to pursue and report the truth in his subject matter as he understands it.

ARTICLE IV

Personnel Files

- 4.1 (a) The College shall maintain a personnel file on each employee which shall include, but not be limited to, the following:
- (1) Personnel information
 - (2) Information relating to the employee's academic and professional accomplishments submitted by the employee or placed in the file at his request
 - (3) Records generated by the College
 - (4) Information of a positive nature indicating special achievements, research, performance, and contributions of an academic, professional or civic nature
- (b) At his request, the employee may examine his file, referred to in 4.1(a) and photocopy anything therein, at a time mutually convenient to the Dean of the College and the faculty member.
- (c) All materials requested by the College or supplied by the employee in connection with the employee's original employment shall be maintained in a confidential pre-employment file, which shall not be available for examination by the faculty member.
- (d) The Dean of the College will be responsible for the safe-keeping of the above mentioned personnel files.

ARTICLE V

Contracts, Dismissals and Vacancies

- 5.1 Annual contracts stipulating academic rank and salary shall be issued by

March 15th. Said contracts are to be signed and returned to the Board of Trustees 1
no later than March 30th. 2

5.2 When the Board of Trustees does not intend to reappoint a faculty member, 3
notice of non-reappointment shall be given in writing not later than March 1 of 4
the first academic year of service, and not later than February 1st of the second 5
and third academic year of service. In an unusual situation the Board will have 6
a fifteen-day extension of time to notify. 7

5.3 Each tenured faculty member shall receive an individual contract of contin- 8
uing employment. 9

5.4 Each non-tenured faculty member shall be awarded a contract as indicated 10
in 5.1 supra. Such contract shall contain a clause authorizing the faculty 11
member concerned or the Board of Trustees to be released from the said contract 12
with thirty days' notice to the other party, with salary pro-rated to the date of 13
termination. 14

5.5 Faculty members will be advised of newly created administrative and 15
supervisory positions before public announcement is made. A similar procedure 16
will be followed at the time of an official resignation or termination of employ- 17
ment in all administrative and supervisory positions. 18

ARTICLE VI 19

Professional Standards Committee 20

6.1 A Professional Standards Committee of the Federation may, on or before 21
February 1 of each year, recommend to the President qualified and worthy faculty 22
members for promotion in academic rank. 23

6.2 Application and Criteria for Promotion

To be considered by the Professional Standards Committee, a faculty member must apply in writing on an approved form to be drawn up by this committee. He must also be considered by this committee if he is nominated by his immediate supervisor or by any member of the committee. The personal qualities to be considered in evaluating members of the faculty for promotion are:

- (a) Teaching effectiveness
- (b) Professional development
- (c) Student counseling and guidance
- (d) Contributions to campus and community life

Final decision on recommendations to the Board for promotion in academic rank shall rest with the President of the College. Final decisions on promotions in academic rank rest with the Board.

ARTICLE VII

Parking

7.1 A reserved parking area for faculty members shall be provided.

ARTICLE VIII

Group Health Insurance

8.1 The Board of Trustees shall provide for each employee full family coverage under New Jersey Public and School Employee Health Benefit Plan.

ARTICLE IX

Guidelines for Qualifications for Faculty Rank

RANK	TRAINING	
Laboratory or Technical Assistant	A.A., A.S., A.A.S., A two year college program of training in an appropriate field	
Lecturer	B.A., B.S., or equivalent	
Instructor	Master's Degree or equivalent in special fields	
Assistant Professor	Master's Degree plus 15 acceptable graduate credits or equivalent in special fields	
Associate Professor	Master's Degree plus 30 acceptable graduate credits or equivalent in special fields	
Professor	Doctorate or equivalent or Master's Degree with all work completed for Doctorate with exception of dissertation	
For further clarification		
1. Teaching experience will not be required for Laboratory or Technical Assistant. It will be highly desirable to have had a minimum of two years teaching or equivalent experience for the rank of Lecturer. To be eligible for the rank of Instructor a candidate should have had at least two years' teaching experience or equivalence in related experience. To be eligible for the Assistant Professor rank, a candidate should have had at least four years of teaching or equivalent experience. A candidate for the Associate Professor rank should have had six years of teaching experience and those eligible for the rank of Professor must have had at least eight years of teaching experience.		
2. The Board of Trustees upon the recommendation of the President may grant special recognition to any faculty member who has made distinguished		

contributions to the College. Because of these contributions, rank requirements 1
may be waived by the Board of Trustees upon recommendation of the President 2

3. Faculty members may be employed at salaries higher than the minimum 3
salary for a rank if qualifications are unusual. Such appointments will be made 4
by the Board of Trustees upon the recommendation of the President. 5

4. A candidate is not automatically entitled to placement in the top rank for 6
which his academic and experience credits make him eligible. The President 7
may recommend employment at any rank at or below the level of the noted qualifi- 8
cations. 9

5. Faculty members will not be automatically moved into the next rank when 10
the requirements for that rank are satisfied. Movement from one rank to another 11
is by promotion only, and all promotions shall be made in accordance with the 12
personnel policies as established by the Board of Trustees. Not more than 20% 13
of the faculty members may hold the rank of Professor, and not more than 50% of 14
the faculty members may hold the ranks of Professor and Associate Professor. 15

ARTICLE X 16

Faculty Salaries and Deductions 17

10.1 The salary of ten-month employees shall be paid bi-weekly for a period of 18
ten months, or twelve months at the option of the employee. 19

10.2 Librarians shall receive the same salaries for an academic year of ten 20
months as do other ten-month faculty employees in the same ranks. Separate 21
contracts for the summer session may be awarded. Reimbursement for such 22
summer service shall be at the rate of 10% of the employee's base salary. 23

10.3 The salary schedules and overload rate for ten-month employees for the 24

academic years 1972-73 and 1973-74 are incorporated as Appendix A. 1

10.4 For the academic years 1972-73 and 1973-74 the salary increases for 2
twelve-month employees shall be 120% of the increase granted ten-month 3
faculty members in the same rank, excluding promotions, for each of those years. 4

10.5 Promotions 5

Faculty members promoted to a higher rank will receive a \$200 increase in 6
base salary. 7

10.6 Requests for Deductions 8

Faculty members may, by executing the proper form as provided by the Board, 9
have automatic payroll deductions for any of the following purposes: 10

- (a) Professional dues 11
- (b) Government bonds 12
- (c) Credit Union 13
- (d) TIAA and CREF retirement programs 14
- (e) Any professional insurance programs 15
- (f) Such other as shall be mutually agreed upon by the Federation and the 16
Board 17

ARTICLE XI 18

Leaves of Absence 19

11.1 Paid Leaves of Absence 20

- (a) Sick Leave 21

Faculty members, steadily employed by the Board of Trustees shall be 22
allowed sick leave with full pay for a period of ten teaching days in any academic 23
year. Twelve-month employees shall be allowed one additional day per year. 24

Up to ten days accumulated sick leave may be transferred from immediate
previous educational employment. Sick leave not utilized shall be accumulative,
to be used for additional sick leave as needed in subsequent years. The Board
may require proof of illness.

(b) Bereavement

- (1) Leave at the discretion of the President will be allowed for each death
in the immediate family. Family shall mean: father, mother, siblings,
wife, husband, children, step-children and grandchildren.
- (2) In the event of the death of a member of his family other than those
previously listed, a faculty member may be entitled to one full day to
attend the funeral.

(c) Personal Leave

- (1) In case of serious illness of a member of the employee's family or
household, determination of eligibility for leave with pay shall be
left to the discretion of the President.
- (2) Leave may be permitted at the discretion of the President for matters
which cannot be cared for in free time.

11.2 Sabbatical Leaves

Sabbatical leaves shall be granted by the Board, subject to the following
conditions:

- (a) A faculty member will be eligible for sabbatical after completion of seven
years' continuous service at the college; or, after seven years since his last
sabbatical leave at the college.

- (b) Such leave must be applied for during the first semester of the preceding

year, with the specific study or research purpose clearly stated in the application.

(c) Applications shall be submitted to the President.

(d) After careful consideration of all applications, the President shall make his recommendation to the Board. Final decision on granting sabbatical leaves shall rest with the Board.

(e) Sabbatical leave may be for one or two semesters at half pay.

(f) Sabbatical leaves are not subject to the grievance procedure of this agreement.

11.3 Unpaid Leave of Absence

Maternity Leave

Maternity leave from the mid-point of pregnancy, or earlier on the recommendation of the physician, to a maximum of one year, may be granted at the request of the faculty member. The Board, in its discretion, may require a faculty member to accept a leave at the mid-point of pregnancy, and in no event later than the then current semester's end. Termination of the leave shall coincide with the beginning of a semester.

ARTICLE XII

Tuition Waiver

12.1 Following the close of registration for both full and part time students, faculty members and their dependents will be granted entrance, credit, and waiver of tuition to any class still open. This provision shall take effect with the second semester of the 1972-73 academic year. Dependents shall mean: spouse and children.

12.2 Tuition Reimbursement

The Board of Trustees will authorize payment for graduate study related to the contractual assignment of the faculty member while here at Gloucester County College. Payment will be made subject to the following conditions:

(a) Course or courses must be approved by the President or his designee not later than ten days after matriculation in such course.

(b) Upon successful completion of course work, reimbursement will be made at a rate per course not to exceed the tuition rate charged by Rutgers the State University, and in no case shall the amount paid to an individual faculty member exceed \$200 per year.

ARTICLE XIII

Vacation for Twelve Month Employees

13.1 Each employee shall have a vacation of twenty working days during each year of employment. A total of ten vacation days may be carried into the subsequent year. Vacation time may be carried into the subsequent year except that no more than ten days may be carried beyond September 15th of such subsequent year.

13.2 An employee's preference as to the period during which he desires to take his vacation shall be given full consideration, but it must be recognized that vacations must be taken at such times as are consistent with the best interests of the college.

13.3 If at the time of termination of employment a twelve-month employee has accumulated vacation time, he shall be compensated for it up to $\frac{30}{260} \times$ base salary.

ARTICLE XIV

Grievance Procedure

14.1 A grievance is a claim or complaint by a faculty member, group of faculty members or the Federation hereinafter referred to as a Grievant, based upon an event which affects a condition of employment, discipline or discharge, and/or alleged violation of which constitutes a misrepresentation or misapplication of any provision of this Agreement or any existing rule, order or regulation of the Board of Trustees. In no event, however, shall the non-reappointment of a non-tenured faculty member pursuant to Article V of this Agreement constitute a grievance for the purposes of this Agreement. In the event that a faculty member or group of faculty members or the Federation believes there is a basis for a grievance, it shall:

(a) Informally discuss the grievance with the Division Chairman or the appropriate administrator.

(b) If, as a result of the informal discussion a grievance is unresolved, the Grievant may invoke the formal grievance procedure on the form required, signed by the Grievant. Every formal grievance shall be filed within four weeks of the occurrence or thereafter be barred. Two copies of the grievance shall be filed with the President of the College or a representative designated by him.

(c) Within one week of date of filing, the President or his designee shall meet with the Grievant or his representative in an effort to resolve the grievance. The President or his designee shall indicate his disposition of the grievance in writing within one week of said meeting.

(d) If the Grievant is not satisfied with the disposition of the grievance by

the President or his designee or if no disposition has been made within the time
limits in paragraph (c), the grievance shall be transmitted to the Board of Trustees
by the Grievant by filing a written copy thereof with the Secretary of said Board.
The Board shall, within five calendar weeks of the date of filing, either allow the
grievance or hold a hearing on the grievance. No later than one calendar week
thereafter, the Board of Trustees shall indicate its disposition of the grievance,
in writing, to the Federation.

(e) If the Federation is not satisfied with the disposition of the grievance
by the Board of Trustees, or if no disposition has been made within the period
provided in paragraph (d), the grievance may be submitted to arbitration before an
impartial arbitrator. If the parties cannot agree on an arbitrator, he shall be
selected pursuant to the rules and procedure of the American Arbitration Associa-
tion, whose rules shall likewise govern the arbitration proceeding. Neither the
Board nor the Federation shall be permitted to assert in such arbitration pro-
ceeding any ground or to rely on any evidence not previously disclosed to the
other party. The arbitrator shall have no power to alter, add to or subtract from
the terms of the Agreement. Both parties agree to be bound by the decision of
the arbitrator.

(f) Subject to (g) infra, the fees and expenses of the arbitrator shall be shared
equally by the parties.

(g) No reprisals of any kind shall be taken against any faculty member for
participating in any grievance. If any faculty member for whom a grievance is
filed, processed or sustained shall be found to have been unjustly discharged, he
shall be restored to his former position with full reimbursement of all professional

compensation lost, and in addition the Board shall pay the entire cost of fees 1
and expenses of the arbitrator. However, if the discharge is found to have been 2
justified, the Federation shall pay the entire cost of fees and expenses of the 3
arbitration. 4

(h) The number of days indicated at each level should be considered as max- 5
imum and every effort should be made to expedite the process. However, the 6
time limits may be extended by mutual consent. 7

(i) All documents, communications and records dealing with grievances shall 8
be filed separately from the personnel files of participants. 9

(j) It is agreed that each party shall furnish the other with any information 10
in its possession necessary for the processing of any grievance or complaint. 11

(k) If a faculty member or a supervisor has a matter which he wishes to 12
discuss with the other, he is free to do so without recourse to the grievance 13
procedure. 14

(l) No grievance shall be adjusted without prior notification to the Federa- 15
tion and an opportunity for an Federation representative to be present, nor 16
shall any adjustment of a grievance be inconsistent with the terms of this 17
Agreement. 18

(m) A grievance may be withdrawn at any level. 19

14.2 Formal Grievance Procedure Form

NAME _____

POSITION _____

DATE OF GRIEVANCE _____

DATE OF FILING _____

NATURE OF GRIEVANCE:

PREVIOUS ACTION, IF ANY, TAKEN BY GRIEVANT:

SIGNATURE _____

1

2

3

4

5

6

7

8

9

10

DATE RECEIVED BY PRESIDENT _____

1

DATE OF MEETING WITH GRIEVANT _____

2

DISPOSITION:

3

4

DATE _____

SIGNATURE _____

5

6

DATE RECEIVED BY SECRETARY OF BOARD OF TRUSTEES _____

7

DATE GRIEVANCE ALLOWED _____

8

DATE OF HEARING _____

9

DISPOSITION:

10

11

12

DATE _____

SIGNATURE _____

13

Duration of Agreement

15.1 This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation and supersedes each and every provision of all prior contracts between the parties. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

15.2 This Agreement shall be effective for the period starting July 1, 1972, through June 30, 1974, and shall continue automatically from year to year thereafter unless either party shall give written notice to the other not earlier than October 1, 1973, or later than December 15, 1973, or any subsequent year, its intention to terminate, modify, amend or supplement this Agreement. Within fifteen days of the receipt of such initial notice, the parties hereto shall commence negotiation, having for their purpose the settlement of the issue raised by such notice.

Board of Trustees

by James J. Brutzger
Chairman, Board of Trustees

by John J. Lindsay
Chairman, Negotiations Committee

by Wm. A. D. D. D.
Witness

by John R. Herbst
Witness

Federation of Teachers

by Harry A. Mount
President, Federation of Teachers

by Joseph Mangano
Chairman, Negotiations Committee

by Elizabeth L. Fisher
Witness

by James A. M. M.
Witness

by Art A. A.
Witness

Dated 11-27-72

GLOUCESTER COUNTY COLLEGE

SALARY SCHEDULE 1972-1973
10 Month Employees

	<u>LECTURER</u>	<u>INSTRUCTOR</u>	<u>ASSISTANT</u>	<u>ASSOCIATE</u>	<u>PROFESSOR</u>
BASE	\$8400	\$9100	\$10300	\$11900	\$13900
1	\$8750	\$9500	\$10750	\$12400	\$14450
2	\$9100	\$9900	\$11200	\$12900	\$15000
3	\$9450	\$10300	\$11650	\$13400	\$15550
4	\$9800	\$10700	\$12100	\$13900	\$16100
5	\$10150	\$11100	\$12550	\$14400	\$16650
6	\$10500	\$11500	\$13000	\$14900	\$17200
7	\$10850	\$11900	\$13450	\$15400	\$17750
8				\$15900	\$18300
Increments	\$350	\$400	\$450	\$500	\$550

For the year 1973-1974 the above Salary Schedule shall increase by one-half the cost-of-living percentage-increase for the period May 1972 to May 1973 for Philadelphia Area. At the time the cost of living adjustment is determined a new schedule will be prepared and published.

*Teaching Overload - \$250 per contact hour

increments not automatic